

Arkansas' Superintendent Evaluation System
Optional Survey
School Superintendent

Role: Certified Staff Classified Staff Community Member Date: _____

Please use the below rating scale to evaluate the effectiveness of the Superintendent. *This survey is anonymous.*
1 - Not Meeting Standards 2 - Progressing 3 - Proficient 4 - Exemplary

The Superintendent promotes the success of every student by facilitating development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all appropriate stakeholders.

	1	2	3	4
The Superintendent collaboratively develops and implements a shared vision and mission.				
The Superintendent collects and uses data to identify goals, assess organizational effectiveness, and promote organizational learning.				
The Superintendent creates and implements plans to achieve goals.				
The Superintendent promotes continuous and sustainable improvement through a systematic process of evaluation and plan revision.				
Comments:				

The Superintendent promotes the success of every student by advocating, nurturing, and sustaining a district culture and instructional program conducive to student learning and staff professional growth.

	1	2	3	4
The Superintendent nurtures and promotes a culture of collaboration, trust, learning, and high academic expectations.				
The Superintendent promotes and supports a comprehensive, rigorous, and coherent curricular program.				
The Superintendent promotes and supports a personalized and engaging learning environment for students.				
The Superintendent uses research based, valid systems of performance management.				
The Superintendent ensures supervision of instructional programs.				
The Superintendent ensures the development of assessment and accountability systems to monitor student progress.				
The Superintendent promotes and/or develops the instructional and leadership capacity of staff.				
The Superintendent emphasizes time spent on quality instruction.				
The Superintendent promotes the use of effective and appropriate technologies to support teaching and learning.				
The Superintendent monitors and evaluates the impact of the instructional program.				
The Superintendent follows the established process for the recruitment and recommendation of qualified teachers and other professional staff for employment.				
Comments:				

Superintendent Excellence and Effectiveness Development System
Optional Survey
School Superintendent

A Superintendent promotes the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.

	1	2	3	4
The Superintendent monitors and evaluates the management and operational systems.				
The Superintendent obtains, allocates, aligns, and efficiently utilizes human, fiscal, and technological resources.				
The Superintendent promotes and protects the welfare and safety of students and staff.				
The Superintendent ensures the development of a culture of trust where productive relationships thrive				
The superintendent develops the capacity for distributed leadership.				
The Superintendent ensures teacher and organizational time is focused to support quality instruction and student learning.				
Comments:				

A Superintendent promotes the success of every student by *collaborating with faculty and community members responding to diverse community interests and needs, and mobilizing community resources.*

	1	2	3	4
The Superintendent collects and analyzes data and information pertinent to the educational environment.				
The Superintendent promotes understanding, appreciation, and use of the community's diverse cultural, social, and intellectual resources.				
The Superintendent builds and sustains positive relationships with families and caregivers.				
The Superintendent builds and sustains productive relationships with community partners.				
Comments:				

A Superintendent promotes the success of every student by *acting with integrity, fairness, and in an ethical manner.*

	1	2	3	4
The Superintendent ensures a system of accountability for every student's academic and social success.				
The Superintendent models principles of self-awareness, reflective practice, transparency, and ethical behavior.				
The Superintendent safeguards the values of democracy, equity, and diversity.				
The Superintendent considers and evaluates the potential moral and legal consequences of decision-making.				
The Superintendent promotes social justice and ensure that individual student needs inform all aspects of schooling				
Comments:				

Superintendent Excellence and Effectiveness Development System
Optional Survey
School Superintendent

<i>A Superintendent promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal, and cultural context.</i>				
	1	2	3	4
The Superintendent advocates for children, families, and caregivers.				
The Superintendent acts to influence local, district, state, and national decisions affecting student learning.				
The Superintendent assesses, analyzes, and anticipates emerging trends and initiatives in order to adapt leadership strategies.				
Comments:				